Issue Brief
GovernmentRelations

House Bill 4152

History

About a third of Michigan's teachers are currently working under an expired collective bargaining agreement. Under current practice, as defined by the Michigan Employment Relations Commission (MERC), when a contract expires the practice of step increases continues and any increase in insurance premium costs is borne by the school district.

With increasing financial pressures on school districts, a contract that does get settled often ends up including concessions from employee groups. Currently there's no incentive to settle an expired contract. As the bargaining process drags on, costs continue to rise for school districts as step increases build up and insurance premiums increase.

What HB 4152 Does

HB 4152 freezes step increases after a contract expires and requires any increase in insurance premiums to be paid by the employee using the benefit. Should an employee change dependent status either through getting married or the birth of a child, change in dependent status costs don't become the immediate responsibility of the employee, only rate increases.

Additionally, the bill prohibits step increases from being awarded retroactively but does allow prospective negotiations. Under the bill, once a contract expires (and if a new one hasn't been agreed to), the provisions in that contract don't carry forward.

HB 4152 encourages both parties to settle a contract allowing for more energy and effort to be dedicated to educating Michigan's children.

What HB 4152 Doesn't Do

- Does not eliminate step increases in existing contracts.
- Does not prohibit new collective bargaining agreements from including step increases if agreed to by both parties.
- Does not reduce wages for employees.
- Does not punish employees who get married or have children during contract negotiations.

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